



Detailed Proposal Form 2021

Detailed Proposal (DP) FormPart

1. Project Details

1.Applicant information	2.Recipient	3.Institution
<p>Organization Name:</p> <p>Ministry of National Defense of Uruguay Address: #2662 8 de Octubre Ave. Montevideo</p>	<p><input type="checkbox"/> Current T/PCC</p> <p><input type="checkbox"/> Potential T/PCC</p> <p><input checked="" type="checkbox"/> United Nations organization UN WOMEN URUGUAY</p> <p>Point of Contact: Magdalena Furtado</p> <p>Position: Country Programme Coordinator, UN Women Uruguay</p> <p>Signature:</p> <p>Email address: <u>Magdalena.furtado@unwomen.org</u></p> <p>Telephone Number: (+598) 2 917 17 48</p>	<p><input checked="" type="checkbox"/> Military</p> <p><input type="checkbox"/> Police</p> <p><input type="checkbox"/> UN Organisation</p> <p><input type="checkbox"/> Other (to specify)</p>
4.Contact person/s		
<p>First and Last Name: Maj. Carina de los Santos</p> <p>Job Title/ Rank / Position: SINOMAPA- Adviser on LAPKO and WPS</p> <p>Email address: sinomapa.asjur@mdn.gub.uy</p> <p>Telephone number: +59891398049</p>	<p>First and Last Name: Col. Gustavo Rossi</p> <p>Job Title / Rank / Position: Defense Adviser- Uruguayan Permanent Mission at the UN HQ, NY</p> <p>Email address: urumiladny@gmail.com</p> <p>Telephone number: +1(646)215-1221</p>	<p>First and Last Name:</p> <p>Job Title / Rank / Position:</p> <p>Email address:</p> <p>Telephone number:</p>

5.Financing modality	6.Project timeline	7.Budget
<input type="checkbox"/> Barrier assessment <input checked="" type="checkbox"/> Project funding Gender Strong Unit premium <input type="checkbox"/> Military Insert no. of units <input type="checkbox"/> Police Insert no. of units	Project start date: October 1 st , 2022 Project end date: September 30 th , 2024 Duration (months/years): 24 months/ 2 years	National currency: \$U 45,114,828.80 USD: \$1,105,678.13

8.Implementing partners		
Organization: UN WOMEN URUGUAY – FUND RECIPIENT Point of Contact: First and last name: Magdalena Furtado Job Title / Rank / Position: Country Programme Coordinator, UN Women Uruguay Email address: Magdalena.furtado@unwomen.org Telephone Number: (+598) 2 917 17 48	Organization: Uruguayan Agency of International Cooperation (AUCI) Point of Contact: First and last name: Claudia Romano Nuñez Job Title / Position / Rank: Manager of AUCI Email address: clromano@auci.gub.uy Telephone Number: (+598) 150 Ext. 3421-3461	

9.Harmonized Approach to Cash Transfers (HACT), and Human Rights Due Diligence Policy (HRDDP) requirements
<input checked="" type="checkbox"/> Agree to the HACT requirements <input checked="" type="checkbox"/> Agree to the HRDDP requirements

10. Elsie Initiative Fund Results Framework

Please mark 'P' for primary and 'S' for secondary.

Outcome (primary and secondary). Click on the drop-down box 'Choose an item', to select 'P' or 'S'.

Choose an item.1. Expanded country specific knowledge of barriers to deployment of women peacekeepers to United Nations peace operations; S

Choose an item.2. Increased meaningful deployment of uniform women peacekeepers to United Nations peace operations; P

Choose an item.3. Increased pool of uniform women eligible to deploy as United Nations peacekeepers;S

Choose an item.4. Improved working conditions for uniformed women peacekeepers in United Nations peace operations. S

Indicator (primary and secondary). Click on the drop-down box 'Choose an item', to select 'P' or 'S'.

Choose an item.1. Increase in the percentage of deployed uniformed women peacekeepers in United Nations peace operations; P

Choose an item.2. Increase in the annual rate of change in the percentage of deployed uniformed women in United Nations peace operations;S

Choose an item.3. Increase in the ratio of women to men senior military and police officers (rank equivalent to Major or above) in United Nations peace operations;

Choose an item.4. Increase in the percentage of military and police units in United Nations peace operations that are gender-strong.

11. Accountability, transparency and reporting of the Participating United Nations Organization (PUNO)

Participating United Nations Organizations who are the main funding beneficiary will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each PUNO in accordance with its own regulations, rules, directives and procedures. Each PUNO shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent from the Fund's account. This separate ledger account shall be administered by each PUNO in accordance with its own regulations, rules, directives and procedures, including those relating to interest. The separate ledger account shall be subject exclusively to the internal and external auditing procedures laid down in the financial regulations, rules, directives and procedures applicable to the PUNO.

Please check the box to acknowledge

12. Authorization

First and I

Position /

Signature:

Date and Seal: 12th of August, 2022.

Please check this box to agree to a summary of the DP to be published on the EIF website

Signature:

UN

17/08/2022

Part 2. Project Summary. To be completed as indicated for each funding modality.

<p>1. PROJECT TITLE (maximum 150 characters)</p>	<p>Uruguayan Armed Forces- Implementation of strategies and actions to overcome barriers to increasing the meaningful participation of women in PK</p>					
<p>2. PERSONNEL CONTRIBUTED TO UN PEACE OPERATIONS</p> <p>Please complete Annex A– deployment plans for the next three years</p>		<p>Current deployment</p>	<p>17 December 2021</p>			
			<p>M</p>	<p>W</p>	<p>%W</p>	<p>Total</p>
		<p>Military observers</p>	<p>14</p>	<p>1</p>	<p>6.66</p>	<p>15</p>
		<p>Staff officers</p>	<p>21</p>	<p>4</p>	<p>16</p>	<p>25</p>
		<p>Troops</p>	<p>812</p>	<p>57</p>	<p>6.55</p>	<p>869</p>
		<p>Individual police officers</p>	<p>5</p>	<p>1</p>	<p>16.67</p>	<p>6</p>
		<p>Formed police unit</p>		<p>N/A N/A</p>	<p>N/A</p>	<p>N/A</p>
		<p>M= men W= women %W= percent of women</p>				
<p>3. PROJECT SUMMARY: DESCRIPTION AND OBJECTIVES (maximum 1,500 characters)</p>	<p>This Project focuses on 4 barriers, the 3 high-priority ones (B4, B6, B9) identified in the DCAF MOWIP study and one medium-priority barrier (B2) deemed as a top-priority for the purposes of this project due to its expected Impact of generating a pool of women eligible for deployment.</p> <p>2. Deployment criteria intrinsically connected to barrier 1 “eligible pool”. The barrier examines whether there are enough women to deploy considering that deployments are voluntary, and if they can meet the requirements to the same extent as men. The MOWIP study showed there is confusion among personnel about the requirements to deploy and a mismatch between criteria and skills deemed necessary by the respondents to the survey. More importantly, women and men have different perceptions of the minimum requirements, noting a lack of information on deployment criteria and requirements. Women also consider they have fewer opportunities for deployment, whether because they are overrepresented in positions that do not get deployed or because they perceive they have less access to deployment.</p> <p>4. Household constraints limiting women’s ability to deploy. This barrier, identified as high</p>					

priority for the UAF in the MOWIP study, explores the impact of having young children, elderly parents or other family obligations on women's ability to deploy, and if there is social pressure directed at these women. Uruguay has many family-friendly policies and positive social attitudes towards gender equality, but the Study showed that women experience guilt and stigma from their peers if they deploy when their children are young. Let it be noticed that addressing this barrier would also have significant benefits for the well-being of men.

6. Perception of negative PKO experiences from others. This barrier assesses the impact of experiences (positive and negative) during deployment, on women's decision to deploy or redeploy. The MOWIP study showed that a significant number of members had negative experiences during and upon return from peace operations. Homesickness was an especially prevalent theme, with about 47% of women feeling homesick during a peace operation, compared to 31% of men. Women also felt that they were not adequately prepared in advance, and both women and men mentioned a lack of support when they returned from missions.

9. Gender roles including the underrepresentation of women in operational roles. This was identified in the MOWIP Study as a cross-cutting issue area, and it explores whether the prevalence of gender stereotypes and discriminatory attitudes influences the number of women deployed to meaningfully participate in peace operations. The MOWIP study showed that although there has been institutional improvement in terms of gender equality in the country and in the Military, and leaders and personnel speak explicitly in favour of gender equality, there are still stereotypical perceptions of gender roles. This affects the meaningful participation of women in peace operations, including in relation to the gender protection norm. Women are less likely to perform operational roles, both because those who lead want to protect them and because women do not want to serve in them. Women are also more likely to work in stereotypically feminine roles on missions.

Uruguay has barely met the UGPS targets in MILOBS/Staff Officers (currently at 16%). This project aims to meet and sustain these targets, especially striving to exceed the current 6.55% of women in Contingents and to consolidate UN Military Experts on Mission deployment.

Activities: -Information campaigns- Aiming to reduce the lack of information on deployment criteria and women's perception that they are not apt for deployments, this activity addresses members of the UAF and aims at setting a clear basis on criteria and the skills needed to deploy. It involves a strong commitment of the UAF in order to manage criteria and required skills, expectations and real opportunities to deploy.

- Publicity campaigns to recruit and retain personnel into the UAF- Although there are annual recruitment campaigns in the UAF, they are not widely spread and do not directly address the recruitment of women. This activity aims by a widespread campaign that, with a gender perspective, shows the opportunities available for men and women in the UAF, including deployments in peace operations.

- Additional family support for women applying to deploy, extended for fathers in mono-parental households- consisting of school transport for school age children (under 12 years old), and scholarship support for children.

Scholarships: 20% of children will receive this support (the remaining 80% will receive State scholarship support).

School transport: 40% of children will receive transport support (40% is estimated to be close to 100% of children requiring this support based on the Uruguayan Armed Forces Social Security and Care Services' database). This 40% will try to cover as many support requests as possible based on what is estimated to be received and covers mostly urban areas and surrounding areas.

If applications are over the amount budgeted, selection criteria will be based on the needs of the applicants, after analysis with a social approach by the Uruguayan Armed Forces Social Security and Care Services' database). Although the activity is another affirmative measure to

encourage women to deploy, for the sake of better social inclusion this benefit will also be available for men in mono-parental households.

- **International conferences as informative events sharing Uruguay experiences in PKO, including women's contributions-** This activity seeks to compensate for the effect of negative experiences deterring women (and men) from applying to deploy. A panel of women officers telling their peace operation story will be included.

- **Systemic study on the role of women in the UAF.** Since the MOWIP methodology applied to 8 different countries, there is a need to deepen the barriers identified and to specifically contextualize them to Uruguay.

Mobile Information and Education Team (MIET) - to inform and educate on operational roles, PKO skills and deployment scenarios- with an emphasis on women's participation.

1. The MOWIP report shows that women are underrepresented in combat roles. Yet, there is more availability of women among administrative roles in the UAF. THE MIE Team aims to widen the pool of women ready to deploy, especially in combat roles, providing these group of women with thorough information on deployment opportunities, evaluate voluntariness and to primarily test readiness to deploy according to women's administrative role.

2. Members of the UAF receive differential training according to their role. Only those in combat Units (mostly composed of men, women representing hardly a 10%) receive full military basic training.

3. The MIE Team will not supply this gap but will identify women volunteering to deploy and refer them to each Force, so they can receive proper military training for each role. They would also make the follow up of these women's path towards deployment.

4. Contents of the course, based on the assessment need elaborated from the results of the MOWIP report:

- General aspects of UNPKO
- Deployment scenarios
- Deployment criteria
- Roles and tasks they might perform
- Key elements for situation analysis

5. Chain of command will be included to ensure high rank officers encouraging women to serve in combat corps and in PKO.

Sustainability:

- Policy directive to ensure equal training for personnel (women and men) entering the UAF, regardless of their role. Such training shall involve information on PKO criteria and opportunities.
- If successful, the MIE Team practice will be incorporated into Uruguayan various training instances prior to deployment.

Perception surveys within the monitoring and evaluation activities will be made to measure the progress made in women's perception at least twice during the implementation of the project (one baseline at the very beginning of it and another in the end, once all activities of the project have been implemented).

<p>4. BARRIER ASSESSMENT</p> <p>T</p> <p>Please complete Annex B – barrier assessment information</p>	<p>Has a barrier assessment on the deployment of uniformed women in United Nations peace operations been conducted?</p> <p><input checked="" type="checkbox"/> Yes– please complete Annex B</p> <p><input type="checkbox"/> No– seeking funding to conduct a barrier assessment</p> <p>Where requesting barrier assessment funding, please check the box to agree for the EIF to use barrier assessment data to compile an anonymized overview report. This is a requirement for the Fund.</p> <p><input type="checkbox"/> Yes</p> <p>Methodology to be used:</p>
<p>5. SECURITY INSTITUTION PERSONNEL DATA</p>	<p>To be completed for all funding modality applications: project funding, barrier assessment proposal and GSU premium.</p> <p>Information on the number and / or percentage of women and men in a Security Institution is required to be completed in the tables at Annex C.</p>
<p>6. PROJECT RATIONALE AND IMPLEMENTING STRATEGY (maximum 2,000 characters)</p>	<p>Peace operations are a relevant part of the government’s foreign policies, widely supported by national actors and the society. In Uruguay, in accordance with Article 21 (2) of the Universal Declaration of Human Rights, which guarantees that all people have the right to equal access to public service, women have equal access to serve in the Armed Forces. This right is enshrined in national legislation under Article 8 of the Constitution, Law No. 16.045 (1989) on the prohibition of discrimination on the basis of sex in the workplace, and Article 2 of Law No. 17.817 (2004) against racism, xenophobia, and discrimination. Uruguay has been a pioneer in gender equality legislation with women having the constitutional right to vote in 1917, effective in 1928. Law No. 18.104 (2007) established the obligation for State entities to promote gender equality policies and created the first national plan for the equal rights of men and women. There are also subsidized maternity/paternity leaves. Uruguay is currently the largest TCC in the Latin American and Caribbean region and the first contributor of women to UN PKOs.</p> <p>Today, more than 20 years after UNSC RES.1325 was adopted, Uruguay has taken important steps to reinforce the WPS Agenda, such as the first NAP (2022-2025), approved last June 20th, 2022 with the participation of the MoD, MFA, the Ministry of Social Development (Women Development Division) and the Presidential Secretariat on Human Rights. The commitment shown in the participation in the Elsie Initiative Barrier Assessment Study also resulted in deepening measures to mitigate barriers identified in the MOWIP report. The MoD has policies and directives promoting a gender perspective and equal rights, with a Gender Division effective since 2012. The UAF have also reflected national and MoD policies creating their own divisions on gender and sexual and labor harassment. The National Support System for Peacekeeping Operations has a Legal Department directly addressing, monitoring and reporting Sexual Exploitation and Abuse as well as paternity claims involving peacekeepers, implementing the MoD Protocol to address these cases. The UAF has long incorporated the UN Zero Tolerance Policy to SEA by means of Directives and Codes of Conduct. Apart from the UN standards modules taught at ENOPU, there are related training activities, e.g. Gender and Defense Course</p>

at the Uruguayan College of Defense, conducted since 2013.

Encouraged by the experience gathered in the abovementioned course, the first Uruguayan Observatory on WPS was launched last March 2022 within the College of Defence. Its mandate includes gathering information, monitoring and reporting the progress of women in peace and security activities. It also serves as a forum to exchange information on the matter.

Implementing strategy: This Project is to be implemented by the MoD and supported by relevant implementing partners.

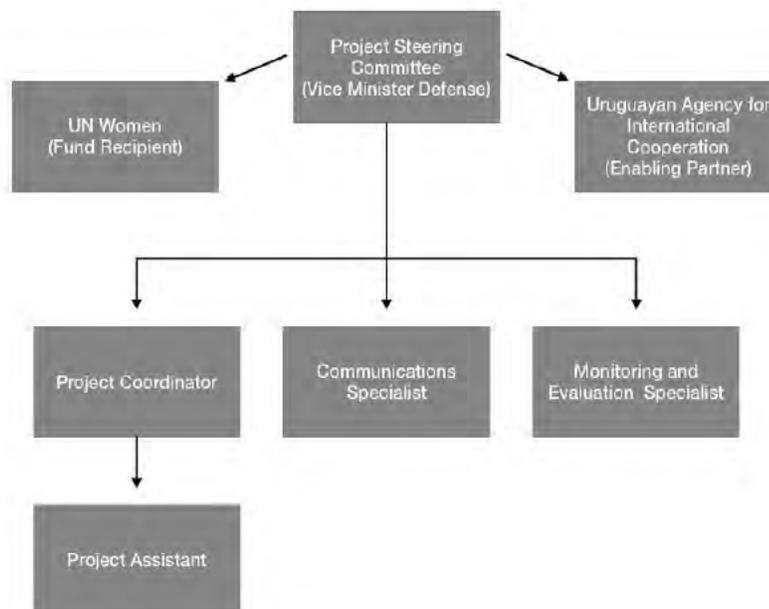
Monitoring and Evaluation UN Women will be the Fund Recipient, and provide project management oversight, and support to project reporting, monitoring and evaluation. The TOR for the M&E requirement will include (see Annex G for further detail on the TOR):

- perception studies on men and women
- conduct of final evaluation

The **Uruguayan Agency for International Cooperation (AUCI)** will be an enabling partner providing project oversight, coordination and information-sharing at national level in line with their mandate to further national development projects.

A Project Steering Committee will be led by the MoD Vice Minister with the participation of its implementing partners to oversee the entire Project. The MoD high level direction of the Project will ensure the operational and administrative proceedings needed for its articulation. The PSC will provide political orientation and ensure alignment of the readiness activities with national policies.

The Committee will meet every 2 months. Reporting to the Steering Committee are the Project Coordinator and Project Assistant, the Communications Specialist, and the Monitoring and Evaluation Specialist.



Planned activities to mitigate the barriers:

a) Crosscutting to all barriers: **Information and publicity campaigns** on the activities and opportunities for women in the armed forces and in PKO. b) B 4 & 6: **Informative/ educational events (conferences) on women's positive experiences in PKO.** c) B 2, 4 & 9: 1) **Systemic Study on the role of women in the armed forces and PKO.** Goal: to enable a deeper analysis of root

causes to women's participation in the UAF within Uruguay's national context, so as to recruit and retain female personnel across all functions and corps (including combat) within the UAF in order to have a pool of women eligible to deploy. Variables: tasks performed, training, willingness to deploy, and incidence of maternity, social prejudices. By means of this systemic approach, the study aims at identifying root causes affecting the participation and permanence of women in the armed forces and deploying to PKO. 2) **Access to full-time education and transport to and from school to children under the age of 12 of women.** 3) Implementation of a **Mobile Information and Education Team (MIE)** (mostly women) to inform and educate women on operational roles and PKO skills. Expected Outcomes of this specific activity: -A pool of women well informed on requirements and criteria to deploy in PKO, especially in contingents. -A pool of women expressing interest/ voluntariness to deploy in PKO, especially in combat roles. (There are 12.5% of women in Combat Corps but, approximately only 9% engage in combat activities which are essential for Units deployments under POC mandates). Military training needs of women volunteering to deploy, for further remittance to proper training entities. -Sharing this experience with the United Nations system and other partners. The progress will be measured by comparing baseline data against the targets set.

7.

PROJECT LOGICAL FRAMEWORK, WORK PLAN, MONITORING AND EVALUATION AND RISK MANAGEMENT

Barrier (Issue)	Objective (Solution)	Activity	Output & Target	Indicator / /baseline/means of verification	Responsible	Date completed	Risks/level (low, medium, high)/response
Barrier 2 (Medium) Women lack information on deployment criteria and requirements	Ensure all women currently serving in, and women recruited into the UAF as of April 2023, are fully briefed on an annual basis, of: - PKO deployment criteria, requirements and opportunities, - Opportunities in all UAF combat, combat support and combat service support opportunities. Unit commanders are to certify	Carry out information and publicity campaigns aimed at attracting new female recruits into combat corps in the UAF and to promote peace ops to women already in the UAF, and spread to the general public and to all members of the UAF. Target audience: -Publicity campaign- external - women to join the UAF -Information campaign. Internal -	Presentation on national TV with information on entry into the UAF, PK opportunities, and the importance of women in peace missions. Radio messages on the same info as above. Pamphlets distributed in all military units to promote women's participation in PKOs. Quarterly live presentations or videos	Baseline data: 1) Current rate of women in combat corps is 12.55%(performing combat roles according to the chart provided in Annex C) 2) Current female deployment rate is 7% Indicators: 1) Number of times the information was broadcasted on TV, radio, number of presentations in Military Units 2) Number of certifications from unit commanders containing the number of men and women briefed that year 3) Number of women recruited into the UAF post information campaigns	The information campaigns (preparation of material to be broadcasted, aired, printed and presented) will be undertaken by a contracted Communications Company. The Human Resources Department of the MoD will provide annual statistics reports on UAF recruits and deployments to the Project Coordinator and M&E Specialist.	February to April 2023, November, December 2023 Timing- Feb. March (usual recruitment for PKO)-2023 and 2024, Nov-Dec 2022-2023 (usual recruitment for Military Academies	Risk: Reluctance to do internal informative sessions by unit commanders Level: Low Mitigation: Official Notice from MoD that requests cooperation from all units in the Armed Forces to implement the proposed Project activities.

	<p>annually that all women and men in their unit have been apprised of the above.</p>	<p>recruiting women in the UAF to volunteer for PKO</p> <p>•Awareness raising within the UAF to target high rank officers to encourage women to serve in combat corps and in PKO</p> <p>Indirect target audience: open public, meant to reach the family of women deploying to PKO</p>	<p>presentations on deployment requirements, combat functions and opportunities in all military units to all personnel.</p> <p><u>Target:</u> 100% of women and men in the UAF receive information on PKO deployment criteria, requirements and opportunities.</p>	<p>4) Number of women deployed to PKOs post information campaigns</p> <p><u>Means of verification:</u> Post-information campaigns perception surveys to measure how effective the information was to recruit new women into the UAF and on female deployments.</p>	<p>The perception survey will be carried out by a contracted agency.</p>		
Barrier (Issue)	Objective (Solution)	Activity	Output & Target	Indicator /baseline/means of verification	Responsible	Date completed	Risks/level (low, medium, high)/response
<p>Barrier 4 (High)</p> <p>Household constraints that hinder deployment opportunities for women. The MOWIP study revealed</p>	<p>Ensure that as of March 2023, all children under the age of 12 of all women deployed in peace ops are offered full-time education and are provided with transportation</p>	<p>Provide spots for children with deployed mothers at full-time educational establishments and transportation to school in the mornings and to their homes in</p>	<p>As of March 2023 (start of the academic year), based on the deployment confirmation, have the amount of buses needed available in the capital Montevideo and</p>	<p><u>Baseline:</u> The local culture involves a large amount of support from extended family members. However, transportation to curricular activities is not part of any national programme.</p> <p><u>Indicator:</u> 1) Number of persons</p>	<p>Transportation of children will be undertaken by a contracted Transport Company. The Monitoring and Evaluation Specialist will be responsible for</p>	<p>Reserve school spots by March 2023 and March 2024. Transportation services completed annually by March 2023 and 2024.</p>	<p><u>Risk:</u> Men with young children will feel aggrieved if they cannot benefit from these initiatives.</p> <p><u>Level:</u> Medium</p> <p><u>Mitigation:</u></p>

<p>that women experience guilt and stigma from peers when they deploy with young children. Child care lies 19.7% more on women than on men, which make them less likely to deploy. These household constraints also apply to men, but seeing that the EIF Mandate/TOR focuses on women's increased participation in PKOs, a parity of deployment conditions is deemed to be the fairest and most realistic approach.</p>	<p>to and from school. 20% of women and men eligible will be provided these services through the Project and 80% through the Ministry of Defence. Extending school hours and ensuring transportation would ease the heavier burden linked to childcare of mothers wishing to deploy and of single fathers in charge of the household. The Project will innovate in this area too since there is no aggregated data on the connection between mono parental homes and deployments. However, there</p>	<p>the afternoon.</p>	<p>in the rest of the country available to transport children to school (primary education)</p> <p>100% of women and single fathers who deploy wishing to make use of these services, have access to them, sending their children to full-time schools and applying for transportation services.</p>	<p>who apply for their children's full-time education</p> <p>2) Number of persons who apply for their children's transport to and from school.</p> <p><u>Means of verification:</u> Post deployment perception surveys to measure how effective the family assistance policy was for women's deployment.</p>	<p>measuring the effectiveness of the activities in achieving the objectives and attributing it to the project.</p> <p>The Uruguayan Armed Forces Social Security and Care Services Department within the MoD will coordinate with state schools' spots available for children whose mothers</p> <p>The perception survey will be carried out by a contracted agency.</p>	<p>Ensure pre-deployment training includes a session to discuss this initiative as a trial to be tested for 2 years giving preference to women due to their lower deployment rates when compared to men.</p>
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Barrier (Issue)	Objective (Solution)	Activity	Output & Target	Indicator / /baseline/means of verification	Responsible	Date completed	Risks/level (low, medium, high)/response
are national statistics stating that there are 11.2% single mothers homes and 1,9% single fathers homes. ¹	Ensure all women interested in deployment opportunities after March 2023, are invited to participate in informative events on women's contribution to PKOs.	Hold International Conferences on the Uruguayan participation and women contribution to PKOs. Organize informative sessions at the National Peace Operations Training Centre (ENOPU) to share peacekeeping experiences. Other activities to	2 international conferences. Biannual sessions at ENOPU. <u>Targets:</u> 1) 90% of women who've expressed interest in deployment attend the international conferences. 2) 90% of women who've expressed interest in deployment	<u>Baseline:</u> Current total number of women deployed: 7% In December 2019 an international workshop was conducted sponsored by UN Women and the Uruguayan government on the participation of women in PKOs. Uruguay has participated in information-sharing workshops/forums on the experience in the Elsie Initiative. <u>Indicators:</u> 1) Total number of women	The Project Coordinator organizes the conference venue and works alongside the ENOPU (National Peace Operations Training Centre). A team of interpreters will be contracted to provide interpretation for the international conferences.	1 st international conference in Second half 2023 2 nd international conference Second half 2024 Informative sessions in March and August 2023 and 2024	<u>Risk:</u> Covid-19 restrictions leading to shorter scope of the activities <u>Level:</u> Low <u>Mitigation:</u> Plan for on-site and virtual conferences and informative sessions.

¹ Ministry of Social Development. Accessed February 28th, 2022:

file:///C:/Users/19705512/Downloads/Estad%C3%ADsticas%20de%20g%C3%A9nero%202019_0.pdf

<p>be judged due to their deployment.</p>		<p>support and sustain the conference:</p> <ul style="list-style-type: none"> ● Publication of a Conference report; ● MoD, JAF platforms will replicate conference products; ● WPS Observatory (Uruguayan Defence College will be repository ● NAP monitoring ● Project Communication Specialist to disseminate Conference's result. ● Women with experience in PKO will be engaged in 	<p>attend the informative sessions.</p>	<p>participating in the conferences and informative sessions</p> <p>2) Post-conference and informative sessions Survey reflecting women's interest in deploying.</p> <p><u>Means of verification:</u></p> <p>1) List of attendees to the conferences and informative sessions provided by ENOPU</p> <p>2) Number of materials produced based on the results of the international conference</p>	<p>The National Peace Operations Training Centre (ENOPU) will organize the informative sessions.</p>	
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Barrier (Issue)	Objective (Solution)	Activity	Output & Target	Indicator / baseline/means of verification	Responsible	Date completed	Risks/level (low, medium, high)/response
<p>Barrier 9 (High)</p> <p>Gender roles: overrepresentation of women in administrative and logistical roles and underrepresentation in operational and combat roles</p>	<p>Design and conduct a systemic study to determine obstacles to women's increased participation in operational and combat roles within the Armed Forces to be completed by mid of 2024.</p> <p>Based on the MOWIP report in regards to training/information needs, ensure all women currently serving in, and women</p>	<p>1) Systemic study on the role of women in the armed forces and in PKO and the existing limitations to occupy combat roles within the organization. Variables: tasks performed, training, incidence of maternity, social prejudices, willingness to deploy</p> <p>2) Create Mobile Information and Education Team based on the training needs assessment</p>	<p>1) Report on the root causes of women's participation across all corps including combat, including recommended courses of action.</p> <p>2) Creation of Mobile Information and Education Team</p> <p><u>Target:</u></p> <p>1) comprehensive assessment Report on the root causes</p> <p>2) Mobile</p>	<p><u>Baseline:</u></p> <p>1) MOWIP Report from July 2020 on obstacles to women's meaningful participation in PKOs.</p> <p>2) The current rate of women in combat roles is 12.55%</p> <p>3) The current rate of women in combat support roles is 35.24%</p> <p>4) The current rate of women in combat service support roles is 42.63%</p> <p>5) Women Officers currently have unlimited access to every combat training specialty related to their specific branch (infantry, cavalry, armor, artillery)</p> <p>6) A reduced number of women entering the UAF receive basic Military Training.</p>	<p>An external consultant will be contracted to carry out the systemic study.</p> <p>The National Support System for PKOs (SINOMAPA) will conduct the Training Needs Assessment with the assistance of the National Peace Operations Training Centre (ENOPU)</p> <p>The National Support System (SINOMAPA) will create the</p>	<p>To be completed by mid 2024.</p> <p>An official call for instructors will take place in December</p>	<p><u>Risk:</u> Complexity of implementation (logistics, scheduling, coordination with the UAF) may delay the completion of the Study on time</p> <p><u>Level:</u> Medium</p> <p><u>Mitigation:</u> - Official Notice from MoD that requests cooperation from all units in the Armed Forces to implement the proposed Project activities.</p> <p>- The Officer annual</p>

	<p>recruited into the UAF after July 2022, receive adequate training for combat roles.</p>	<p>results. Section 1: devoted to the Training of Trainers with an emphasis on women participation. Section 2: will be based on the MOWIP report and includes: - General aspects of UNPKO - Deployment scenarios - Deployment criteria - Roles and tasks they might perform - Key elements for situation analysis</p>	<p>Information and Education Team composed of a minimum of 2 (out of 4) women instructors. The Mobile Information and Education Team will operate in all capital cities of the 19 Departments (Provinces) in the country.</p>	<p>7) In the past 2 years, the Navy has modified basic training so that every new member in the Force receives Military Basic Training. 8) In combat units, women receive further specific combat training related to their corresponding unit/branch. This number is even lower. 9) The first NAP on Women Peace and Security soon to be approved includes activities aimed at recruiting women into the UAF and empowering them in their military careers. 10) ENOPU holds an annual seminar on Women, Peace and Security and from 2013 to 2020 an annual Gender Defence Course was provided by the Uruguayan College of Defence. 11) Awareness-raising campaigns are annually implemented by the MoD Gender Committee.</p>	<p>Mobile Information and Education Team and the fund recipients for these courses will be the Board of Family Support and Social Security Division within the UAF.</p>	<p>2022 The Training of Trainers will be completed by February 2023. The Mobile Information and Education Team will start activities by March 2023. End of activity: August 2024</p>	<p>performance review system allows recognizing officers for outstanding performance. The promotion of these activities in the Unit could qualify as such.</p>
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				<p><u>Indicators:</u></p> <ol style="list-style-type: none"> 1) Report on the Systemic Study. 2) Number of women who received operational and E.P. training. 3) Number of women who receive combat training 4) Number of women who deploy in combat roles <p><u>Means of verification:</u></p> <ol style="list-style-type: none"> 1- Report submitted by Consultant (provided to the Project Coordinator) 2- Report on the attendance and feedback on Mobile Information and Education Teams from Instructors. 3- Conduct perception survey to assess readiness perception of women who received training. 				
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8.INNOVATION(maximum 1,500 characters)

To be completed for project funding and GSU premium applications only.

Following the innovative spirit that led Uruguay to be a pioneer in the application of the MOWIP methodology, this Project proposes unprecedented actions to the national context, framed by the approval and execution of the first NAP and an Observatory on the WPS Agenda in the country. The leading role and experience in the Protection of Civilians provides the Uruguayan Project with an innovative approach. The Uruguayan Contingent experience in the Democratic Republic of the Congo has been recognized by the highest levels of the Mission Headquarters, while the Uruguayan Battalion's function as a Reserve Force has resulted in several appraisals by Force Commanders for their impact in protection activities. In words of the current Force Commander, Lt. Gen. Marcos de Sa Affonso Da Costa this year, great achievements have been made towards the stabilization of Congo and a sustainable peace, within one of the most complex ongoing UN Missions. "These achievements would not be possible without URUBATT's contribution". The Battalion action was presented to MONUSCO Board of Honour and received a Certificate of Recognition for exceptional courageous acts in the fulfillment of the protection of civilian's mandate in Komanda village. The perspective gained from this experience crosscuts the project activities.

Its innovative approach also derives from its connection to the first Uruguayan NAP, being the Elsie Initiative Uruguayan experience part of the Plan. The information and education team's experience will be compiled in a final report, with recommendations to be shared with the UN system and other regional and international partners.

Another innovation of this proposed project is that it would be the first one to work alongside UN Women and the Uruguayan International Cooperation Agency, enabling all stakeholders to enrich themselves with shared experiences and best practices.

The expectations are that the Project will lead Uruguay to a sustainable change in the participation of women, creating new tools to overcome existing barriers and breaking new grounds for coming strategies.

9.SUSTAINABILITY(maximum 1,500 characters)

To be completed for all funding modality applications: project funding, barrier assessment proposal and GSU premium.

The Project is designed with a view to maintain its intended outcomes and effects in the long term. The information campaigns would lead to an increase in female personnel in the armed forces and in PKOs. The greater presence of women will serve as a replicator in society for new admissions, but also for retaining female personnel in the UAF and generating greater availability for deployments. The actions taken to improve women's training will subsequently be formally incorporated into the Armed Forces' regulations and programming of recruitment and training for PKO, giving the system a vocation of permanence and resulting in an institutional reform. After the conclusion of the Project financed by the EIF, the commitment to sustain a funding line will be ensured by the new Budget Law covering the costs for the period 2025-2029. Thus, the qualitative and quantitative improvement in capacity building and training will be achieved, consolidated, and sustained by ENOPU. A pool of female instructors will be part of ENOPU, ready to participate in training processes in the country and abroad, generating a multiplier effect. Specialists will be designated to carry out relevance and effectiveness evaluations as well as the results of female participation in PKO, thus encouraging the continuous improvements within the system. The experience shared with the UN system and other partners will be sustained through a report on verified results in the field, contributions from national academic institutions and other related forums. The UN Uniformed Gender Parity Strategy 2018-2028 shall be outgrown in Staff Officers/MILOBs and improved in Military Units by 2024. After carrying out the activities planned for the project's implementation and by measuring the progress and changes in women's meaningful

participation in PKOs, Uruguay could position itself as a regional reference to encourage and advise other countries to undertake similar activities. This more robust recognition requires Uruguay's constant attention to the project's outcomes, thus ensuring its permanence and sustainability.

See Annex G for additional details on the sustainability of each activity.

10.DETAILED BUDGET

For project funding, please submit the EIF Flexible Project Funding Budget Template in MS Excel format (Annex E).

For barrier assessment funding, please submit the EIF MOWIP Barrier Assessment Template, in MS Excel format (Annex F).

BUDGET AS PER UNDG CATEGORIES

UNDG Categories	Total	% Budget
1. Staff and other personnel cost	\$ -	0,00
2. Supplies, Commodities, Materials	\$ 28.368,04	2,57
3. Equipment, Vehicles and Furniture	\$ 21.342,91	1,93
4. Contractual Services	\$ 296.831,14	26,85
5. Travel	\$ 105.486,61	9,54
6. Transfers and Grants to Counterparts	\$ 347.514,39	31,43
7. General Operating and other Direct Costs	\$ 233.800,95	21,15
8. Indirect Support Cost	\$ 72.334,08	6,54
	\$ 1.105.678,13	100,00

Project Title		UNEP		UNEP		UNEP		UNEP		UNEP		UNEP		UNEP		UNEP		UNEP	
Project Period		UNEP		UNEP		UNEP		UNEP		UNEP		UNEP		UNEP		UNEP		UNEP	
Activity		Item	UNEP Category	Unit	Qty	Unit Price in National Currency	Total Item Price National Currency	Activity Subtotal National Currency	UNEP Total Item Price (1:1000 = 45,000 INR)	Activity Subtotal in USD	Observation	UNEP Total Item Price (1:1000 = 45,000 INR)	Activity Subtotal in USD	Observation	UNEP Total Item Price (1:1000 = 45,000 INR)	Activity Subtotal in USD	Observation	UNEP Total Item Price (1:1000 = 45,000 INR)	Activity Subtotal in USD
Activity 1 & 2 - "Communication Campaign to Inform Women in the A.P. of the opportunities to apply to POC" (including the opportunity to apply to POC)	Printing Publishing company	4. Contractual Services	IA	1	1	\$ 8,888,290.00	\$ 8,888,290.00		\$ 8,888,290.00	\$ 8,888,290.00	A call for bids/proposals for publicity companies will be developed. The Company selected will carry out both activities (1&2). The POC will detail the expected products and outcomes, that will focus on recruitment into the award for and deployment to POC. POC production, Public Broadcasting, communication campaign through small outdoor billboards, Posters, Leaflets, etc. While production aimed at the Award focus and to the general audience for recruitment. The presentation for two periods, one month each, two TV companies, Public Broadcasting for two periods, one month each, 3 Radio companies. A press clipping will be elaborated at the end of these Campaigns. Additionally, the activity includes an estimate of 8 payments to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 8,888,290.00	\$ 8,888,290.00						
	Scholarship	6. Transfers and Grants to Counterparts	IA	1	6A	\$ 55,845.00	\$ 55,845.00		\$ 55,845.00	\$ 55,845.00	Scholarship support for the children of women and men in single parent households who apply to deploy (20% of the total children will receive the support. The remaining 80% will receive state support). The estimated number of men requiring this support would not significantly affect the award amount. ADDITIONAL COMMENTS regarding calculations: all of the total number of children who will require support to travel to school. This is based on the assumption that the number of applicants to the project would be between 80 and 90 women per year. The database provided shows that the average is 2.8 children per woman. (1) This is based on the geographical coverage of the national child care services and full-time schools, and the estimated distribution of where the women who will apply for the project live. (2) The response should focus on child health and care services (daycare). (3) 20% of children do not require support because they have access to national child care services and/or full-time schools (state support if required). This includes children located in areas where there are no services or no options to attend governmentally funded daycares and preschools. (4) For the months when schools are not open to allow the amount of monthly fees that vary according to the age of the child, as for the months when schools are not open (January for children of women in full-time schools and February for children of women in part-time schools), national activities are considered as substitute. (5) We refer to 88 children (boys) to be supported with scholarships, resulting in USD 55,845 per child for the total period of 2 years. Additionally, the activity includes an estimate of 2 payments to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 55,845.00	\$ 55,845.00						
Activity 3 - "Ready Priority Policy to address the Unemployment of Single Caregivers"	School transfers	6. Transfers and Grants to Counterparts	IA	1	10A	\$ 53,580.00	\$ 53,580.00		\$ 53,580.00	\$ 53,580.00	Support for school transfers for the children of women and men in single parent households who apply to the project (80% of the total children will receive this support). The estimated number of men requiring this support would not significantly affect the amount. ADDITIONAL COMMENTS regarding calculations: all of the total number of children who will require support to travel to school. This is based on the assumption that a large proportion of children will need to travel to school, whether they attend national child care services, full-time school or private schools. (1) This is not higher because of the total amount of the project, but according to the database. (2) It would be expected that more children need this support. (3) We are talking about 136 children to support with this support, resulting in USD 53,580 per child for the total period of 2 years. Additionally, the activity includes an estimate of 2 payments to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 53,580.00	\$ 53,580.00						
	Travel allowance for instructors (2 hours of instruction per course) (Estimated 20 courses of five days. The criteria to establish the amount of courses was varying certain provinces into regions covered by the same team of instructors. Additionally, the activity includes an estimate of 1 payment to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	5. Travel	IA	6	100	\$ 4,915.00	\$ 2,949,000.00		\$ 2,949,000.00	\$ 2,949,000.00	Travel allowance for instructors (2 hours of instruction per course) (Estimated 20 courses of five days. The criteria to establish the amount of courses was varying certain provinces into regions covered by the same team of instructors. Additionally, the activity includes an estimate of 1 payment to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 2,949,000.00	\$ 2,949,000.00						
Activity 4 - "Mobile training assessment tool"	Travel	5. Travel	IA	1	1,000	\$ 1,000.00	\$ 1,000,000.00		\$ 1,000,000.00	\$ 1,000,000.00	We estimate that 1,000 students out of 1,000 will have to travel to the additional centers to deliver the courses. We assume the one for one ratio between course cost and one on field resource. Additionally, the activity includes an estimate of 1 payment to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 1,000,000.00	\$ 1,000,000.00						
	Supplies, Commodities, Materials	2. Supplies, Commodities, Materials	IA	60	60	\$ 1,000.00	\$ 1,000,000.00		\$ 1,000,000.00	\$ 1,000,000.00	Course material (materials, office supplies, etc.) (calculated per student/Day). Each course has 10 students. Additionally, the activity includes an estimate of 2 payments to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 1,000,000.00	\$ 1,000,000.00						
Activity 5 - "Promotional conference sharing the findings and experience of the participation of women in POC"	Equipment, Vehicle and Furniture	3. Equipment, Vehicle and Furniture	IA	1	1	\$ 68,805.00	\$ 68,805.00		\$ 68,805.00	\$ 68,805.00	1 Laptop, 1 Projector, 2 Screens, 1 Photographic camera, 1 Printer, telecommunication costs, 1 desk, 1 desk chair, stationary. Additionally, the activity includes an estimate of 1 payment to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 68,805.00	\$ 68,805.00						
	Travel	5. Travel	IA	2	2	\$ 4,915.00	\$ 9,830.00		\$ 9,830.00	\$ 9,830.00	Travel allowance for participants. Additionally, the activity includes an estimate of 2 payments to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 9,830.00	\$ 9,830.00						
Activity 6 - "Promotional conference sharing the findings and experience of the participation of women in POC"	Travel	5. Travel	IA	2	2	\$ 98,000.00	\$ 196,000.00		\$ 196,000.00	\$ 196,000.00	Travel allowance for participants. Additionally, the activity includes an estimate of 2 payments to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 196,000.00	\$ 196,000.00						
	Financial services	4. Financial services	IA	1	2	\$ 470,000.00	\$ 940,000.00		\$ 940,000.00	\$ 940,000.00	Application, integration services, integration equipment, bank and all of additional are included. Although there is the possibility to get more services for the conference, the service needed is included. Additionally, the activity includes an estimate of 2 payments to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 940,000.00	\$ 940,000.00						
Activity 8 - "Systemic study and assessment report barriers for women in the A.P. to apply to POC"	Contractual Services	4. Contractual Services	IA	1	1	\$ 1,125,000.00	\$ 1,125,000.00		\$ 1,125,000.00	\$ 1,125,000.00	Identify the root causes of the barriers identified in the MCRFP report. Attend at the award forum and the activity cross-cutting from the award. Additionally, the activity includes an estimate of 3 payments to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 1,125,000.00	\$ 1,125,000.00						
	High manager	7. General Operating and other Direct Costs	IA	1	1A	\$ 60,750.00	\$ 60,750.00		\$ 60,750.00	\$ 60,750.00	High working hours, according to UN standards. Additionally, the activity includes an estimate of 24 payments to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 60,750.00	\$ 60,750.00						
Activity 9 - "Project coordination, management, communication and M&E"	Communication manager	7. General Operating and other Direct Costs	IA	1	1A	\$ 15,112.00	\$ 15,112.00		\$ 15,112.00	\$ 15,112.00	High working hours, according to UN standards. Additionally, the activity includes an estimate of 24 payments to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 15,112.00	\$ 15,112.00						
	Monitoring and Evaluation Specialist	7. General Operating and other Direct Costs	IA	1	1A	\$ 92,721.00	\$ 92,721.00		\$ 92,721.00	\$ 92,721.00	High working hours, according to UN standards. Additionally, the activity includes an estimate of 24 payments to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 92,721.00	\$ 92,721.00						
Grandtotal	Office rental, telecommunication, stationary, etc.	7. General Operating and other Direct Costs	IA	1	1	\$ 777,670.00	\$ 777,670.00		\$ 777,670.00	\$ 777,670.00	High working hours, according to UN standards. Additionally, the activity includes an estimate of 24 payments to UNDP of Cost Recovery (see per UNDP LPA (Estimated Price List) effective Feb. 2022)	\$ 777,670.00	\$ 777,670.00						
	Grandtotal					\$ 40,000,000.00	\$ 40,000,000.00		\$ 40,000,000.00	\$ 40,000,000.00		\$ 40,000,000.00	\$ 40,000,000.00						
Overhead costs (10%)						\$ 4,000,000.00	\$ 4,000,000.00		\$ 4,000,000.00	\$ 4,000,000.00		\$ 4,000,000.00	\$ 4,000,000.00						
Total project						\$ 44,000,000.00	\$ 44,000,000.00		\$ 44,000,000.00	\$ 44,000,000.00		\$ 44,000,000.00	\$ 44,000,000.00						
Grandtotal + Overhead						\$ 48,000,000.00	\$ 48,000,000.00		\$ 48,000,000.00	\$ 48,000,000.00		\$ 48,000,000.00	\$ 48,000,000.00						

List of Annexes

- A. Deployment Planning for United Nations Peace Operations
- B. Barrier Assessment Information
- C. Security Institution Personnel Data
- D. DCAF Barrier Assessment Plan Timeline – DCAF MOWIP Toolbox Template 4 - <https://www.dcaf.ch/mowip>
- E. EIF Flexible Project Funding Budget Template -<https://elsiefund.org/resources/elsie-initiative-funddocuments/>(MS Excel)
- F. DCAF Budget Template MOWIP Implementation – DCAF MOWIP Toolbox Template 15 - <https://www.dcaf.ch/mowip>(MS Excel)
- G. Additional Details provided post Technical Committee feedback

Annex A: Deployment Planning for United Nations Peace Operations.

To be completed for all funding modality applications: Project funding, Barrier Assessment proposal and GSU premium.

The UN Department of Peace Operations (DPO) - Office of Military Affairs (OMA) and Police Division (PD) - has the authority to select and deploy T/PCC personnel to UN peace operations.

The following factors will determine whether an Elsie-funded project can achieve the outcome, as set out in the Terms of Reference of the Elsie Fund, of “increased meaningful deployment of uniformed women peacekeepers to United Nations missions”:

1. **A T/PCC’s** ability to deploy trained female and male personnel with the required skillsets in the timeframe stipulated in the project proposal and to address challenges related to performance and sustainability when it increases the number of Formed Police Units and/or military contingents it is deploying.
2. **DPO’s** processes, criteria and available infrastructure for deployment of military and police personnel, including but not limited to:
 - a) actual and future needs for military and police personnel, taking into consideration any UN field missions projected to close or downsize;
 - b) the obligation to ensure geographical representation of TCCs and PCCs in the military and police components of UN field missions;
 - c) the obligation to respect the pledges made by TCCs and PCCs in the framework of the United Nations Peacekeeping Capability Readiness System (PCRS);
 - d) the availability in the UN field mission(s) of the requisite logistics, welfare and medical facilities for women.

In addition to the above, any provision of training or other assistance by DPO to TCCs and PCCs that is outlined in a project proposal, will be contingent upon the availability of relevant DPO personnel and financial resources unless EIF or other partners can mobilize requisite resources in a timely manner to enable the planning for and creation of additional capacities to address the scale and scope of activities envisaged in the project proposal(s).

Annex A: Deployment Planning for United Nations Peace Operations.

Personnel	Current deployment 17th December 2021 (current year)				Planned deployment 2022				Planned deployment 2023				Planned deployment 2024			
	M	W	%W	T	M	W	%W	T	M	W	%W	T	M	W	%W	T
Military observers	15	1	6.25	16	14	2	11.76	16	14	3	17.67	17	14	3	17.64	17
Staff officers	18	4	18.18	22	17	5	22.7	22	17	5	22.7	22	17	6	26	23
Military unit/s²	976	58	5.6	1034	941	93	9	1034	931	103	10	1034	920	114	11	1034
Individual police officers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Formed police unit/s	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	1009	64	N/A	1072	972	100	N/A	1072	962	111	N/A	1073	951	123	N/A	1074

² Uruguayan current deployment (2021) of Women in Military Units is 5,6%. The planned deployments in the chart for 2022, 2023 and 2024 are strictly based on the UGPS.

Annex B: Barrier Assessment Information

To be completed for project funding and barrier assessment applications; the conduct of a barrier assessment is strongly recommended to support a GSU premium application.

BARRIER ASSESSMENT

Please provide details on the barrier assessment.

Title (maximum 150 characters):

Assessment report 2020- Results of the Measuring Opportunities for Women in Peace Operations (MOWIP) Assessment for the Armed Forces of Uruguay **Date:**

Type of security institution assessed:

Gendarmerie

Military

Police

Other _____

Methodology (maximum 1,500 characters)

Pre-deployment stage: including factors that affect force generation			Cross-cutting issue areas	
	1	ELIGIBLE POOL Are there enough women in national institutions? (P. 28)		
	2	DEPLOYMENT CRITERIA Do the criteria match the skills needed in operation? (P. 36)	9	10
	3	DEPLOYMENT SELECTION Does everyone have a fair chance to deploy? (P. 44)	GENDER ROLES Do preconceived attitudes about women preclude their ability to deploy? (P. 78)	SOCIAL EXCLUSION Are women treated as equal team members? (P. 84)
	4	HOUSEHOLD CONSTRAINTS Are there arrangements for the families of deployed women? (P. 49)		
Deployment stage: including conditions for women during operation				
	5	PEACE OPERATIONS INFRASTRUCTURE Are accommodation and equipment designed to meet the needs of women? (P. 55)		
	6	PEACE OPERATIONS EXPERIENCES Do positive and negative experiences in peace operations affect women's deployment decisions? (P. 61)		
Post-deployment stage: including factors affecting redeployment				
	7	CAREER VALUE Do deployments advance women's careers? (P. 69)		
ALL STAGES				
	8	TOP-DOWN LEADERSHIP Do leaders at all levels support the deployment of women? (P. 72)		

- HIGH PRIORITY
- MEDIUM PRIORITY
- LOW PRIORITY
- INSTITUTIONAL ISSUE AREAS
- CROSS-CUTTING ISSUE AREAS

MOWIP methodology promoted by the ELSIE Initiative to assess and improve women's meaningful participation in PKO. It involved a systematic and comprehensive framework based on ten issue areas identified as central to women's meaningful participation. Main objectives: identify good practices; set indicators to measure the importance of each issue area; and determine its differential impact in the Armed Forces, exposing barriers and opportunities.

Although the MOWIP methodology has a specific focus on UN peace operations, broader factors were considered: the country's social background, policies, practices and experiences of women and men in the Armed Forces and in UN PKO, the context and experience of women's participation in UN deployments.

Timeline: 2019-2020, with a fluid and close interaction between DCAF, the national assessments team RESDAL, the Uruguayan MoD and the Armed Forces, challenged by Covid-19. Cornell University analyzed the data. The results were presented and vetted at validation workshops. Study components: Fact-finding form (approx. 200 questions with qualitative and quantitative data from official sources about deployment to UN PKO; 15 supplementary interviews with key decision makers; representative survey in

the Armed Forces. Sample: 380 total personnel (196 women). 213 of the sample have deployed to a mission (11 women). Ranks: Colonel to Private. Therefore, Uruguay counts on an evidence-based study that provides a solid diagnosis to develop this Project.

Summary of the results and recommendations from the barrier assessment (maximum 5,000 characters):

The assessment identified three main areas where the Armed Forces show an outstanding performance: 1- Just and equitable deployment criteria (issue area 3) based on accessible information. 2- The leadership in Uruguay is willing to empower women (issue area 8) and gender perspective is part of the training and policies in the Military (issue area 8). This has been outlined as a powerful tool to increase the deployment of women and a good practice to share with other States. 3- In Uruguay, peacekeeping is highly valued and although it is not determinant for promotions, it seems to add professional progress (issue area 7).

The assessment also identified areas of improvement:

Women do not feel they are thoroughly prepared to deploy (issue area 6).

They often experience household constraints or they turn down deployment opportunities because they have young children (issue area 4).

Uruguay is frequently shown as a role model committed to the promotion and protection of human rights and sustainable development. Approximately 1000 members of the Armed Forces are today deployed in Congo, more than 200 in the FNUOS and 74 serve in the MFO, Sinai, safeguarding the volatile borders of Egypt and Palestine.

Military Observers are also deployed in Colombia and Kashmir. Good practices in the promotion of a gender perspective identified: Proactive calls in the Armed Forces for women to deploy in PKO. There are due diligence policies on human rights and sexual exploitation and abuse, standard procedures to address SEA acts and a monitoring database. All personnel are screened prior to deployment. From the very beginning, the process of incorporation of women in the Armed Forces had no restrictions of Corp, Branch, or position. Therefore, women hold relevant positions in combat roles across the Armed Forces. However, they are underrepresented in combat roles (12.55%) and only 6.55% deploy in Units (Annex C). At a national level, long-standing regulations consider breastfeeding time as working time and government buildings, including the Armed Forces, should provide breastfeeding rooms. Maternity and paternity paid leaves are applicable.

However, household constraints are still an issue for women when deploying. A Gender perspective and the WPS Agenda are part of the training in the Military, and the personnel prepared in these subject areas increases annually.

Major barriers identified:

Issue area 4 (household constraints),

Issue area 6 (experiences in Peace Operations) and

Issue area 9 (gender roles).

In terms of the project and, according to the results of the report, meaningful

participation of women implies more than just numbers. It is about considering women's needs, access to equal opportunities, equal skills, posts, and resources, according to their rank and position.

Main recommendations to address the barriers built upon the results of the MOWIP report, the armed Forces context and priorities established by the Uruguayan authorities: 4 categories- Public Policies, professional training, organizational culture, and practices.

To summarize, the Project proposes a holistic and systemic approach to promote changes in practices, policies, and career plans, leading to a transformation in the Armed Forces' organizational culture. It aims at improving care systems to support women (and men) deploying; creating more opportunities for women to deploy; setting the context for women in leadership positions in the Armed Forces; and reinforcing a positive gender-perspective working climate in the Armed Forces. The Project seeks to implement these recommendations, reinforcing Uruguay's policies and good practices in PKO and improving those areas identified as barriers, with the ultimate purpose of promoting more meaningful participation of women and of strengthening Uruguay's commitment to PKO, particularly in battalions for the demanding efforts of our engagement teams and our role under POC-mandated Missions.

Annex G- Uruguay's additional information requested by the EIF Technical Committee as of May 12th, 2022

ACTIVITY:	COMMENTS	FEEDBACK
<p>1. Publicity and information campaigns</p>	<p>Seek additional details on the <i>sustainability</i> of this activity post EIF funding, i.e.</p> <p>-Will products be available to use at a later stage?</p> <p>- Are there plans for supporting activities i.e. a website</p> <p>- who is the target audience for the publicity campaign:</p> <p>external stakeholders – i.e. focused only on women to join the military, or internal stakeholders – i.e. will it also includes awareness raising more broadly within the Uruguayan Armed Forces including targeting high rank officers to encourage women to serve in combat corps</p> <p><u>-Champaign timings.</u></p> <p>- Include info on campaign timings – i.e. is there a particular month/s that military recruiting is normally conducted?</p> <p>- Is there a commitment to the same frequency being sustained post EIF funding?</p>	<p>- Sustainability:</p> <p>The call for bids TOR will include passing over the publicity company products to the MoD and the UAF, for further usage in the MoD and UAF usual web pages, digital platforms and social networks.</p> <p>- The WPS Observatory recently launched within the Uruguayan College of Defense will be available for dissemination of information and messages.</p> <p>- The MoD shall consider a revision of messages and communication strategies in order to adjust or redefine if necessary.</p> <p>- Target audience: both</p> <ul style="list-style-type: none"> ▫ Publicity campaign- external audience, focused on women to join the UAF ▫ Information campaign. Internal, focused on recruiting women already in the UAF to volunteer for PKO ▫ Awareness raising within the Uruguayan Armed Forces to target high rank officers to encourage women to serve in combat corps and in PKO will be considered when drafting the TOR <p>- Indirect target audience: open public, meant to reach the family of women and men deploying to PKO, so they can sympathize with them, understand what they do when deployed and the effects of PKO in local societies.</p> <p>- Timing- Feb. March (usual recruitment for PKO)-2023 and 2024, Nov-dic 2022-2023 (usual recruitment for Military Academies).</p> <p>- Sustainability as referred above</p>
<p>2. International conference activity</p>	<p>Will this be a one-off engagement activity? If so, it could be a lost opportunity to discuss a range of issues impacting women's service and deployment opportunities if it is not supported by a number of other activities i.e.</p>	<p>- Two wide range international conferences, one per year of the Project.</p> <p>- Will include international experts and national authorities' perspective on issues impacting women's service and</p>

	<ul style="list-style-type: none"> ○ Knowledge management website ○ women returning from deployment being actively involved in promoting deployment opportunities <p>Recommend:</p> <ul style="list-style-type: none"> • that experiences of women with combat experience are shared with others, and that the negative experiences that women face as reported in the MOWIP are balanced with positive experiences – so that the conversation is balanced and reflects both sides • including comments on the sustainability of, and linkages between these two activities in the sustainability section of the PRODOC to include how they will be sustained post EIF funding. • additional information be included on the Conference including details on the International aspect of the conference – regional/ global 	<p>deployment opportunities and a panel of women discussing their experiences in PKO.</p> <p>- It will also consider inviting other TCCs to share their experience</p> <p>-Other activities to support and sustain the conference:</p> <ul style="list-style-type: none"> • Publication of a Conference report; • Use of the MoD, UAF platforms to replicate the products of the conference; • Observatory on WPS (Uruguayan College of Defence). It will be available as a repository and as a multiplier of the event. • National Action Plan monitoring system • The dissemination of the Conference’s result will be also undertaken by the Communication Specialist of the Project. • Women with experience in PKO will further on engage in informative sessions prior and post deployments.
<p>3. MIET</p>	<p>The TC noted that the assumed solution of mobile training teams to train women is that that women are not being trained, and therefore the problem is assumed to be with women’s skills and not how they are trained on recruitment, directed or mentored, or that the career path they see may not be open to them or appealing. Therefore the TC are seeking clarification in relation to the training that the mobile training team will conduct – noting that a TNA has yet to be completed / finalized:</p> <ul style="list-style-type: none"> • What is the difference between the training syllabus that the mobile training team will use to conduct the training, and the United Nations pre deployment training syllabus? <ul style="list-style-type: none"> ○ The concern is that if the training required is part of the UN’s PDT, the conduct of PDT is a T/PCC responsibility and would not be funded through Elsie (Uruguay already conducts PDT as part of its rotation cycle) ○ Also concerned that this activity refers to an engagement platoon course. This is part of a normal training regime prior to an infantry platoon 	<p>The MTT concept has been reviewed and restructured as a MOBILE INFORMATION AND EDUCATION TEAM under the following premises:</p> <ol style="list-style-type: none"> 1. The MOWIP report shows that women are underrepresented in combat roles. Yet, there is more availability of women among administrative roles in the UAF. THE MIE Team aims to widen the pool of women ready to deploy, especially in combat roles, providing these group of women with thorough information on deployment opportunities, evaluate voluntariness and to primarily test readiness to deploy according to women’s administrative role. 2. Members of the UAF receive differential training according their role. Only those in combat Units (mostly composed of men, women representing hardly a 10%) receive full military basic training. 3. The MIE Team will not supply this gap, but will identify women volunteering to

<p>deploying on a UN peace operation – with the deployment of an engagement platoon required IAW the UNIBAM. Therefore – again, this is part of the pre-deployment training and preparation and ought not to be covered by the EIF.</p> <ul style="list-style-type: none"> • If the skills / knowledge gap is focused on combat skills, why is this knowledge gap not addressed during initial basic training – as all corps are open to women including infantry, armor and artillery? <ul style="list-style-type: none"> ○ Do women self-select out of combat roles? Why? When – on recruitment or once in the military? ○ Do women volunteer to deploy in combat and leadership roles? <p>If women volunteer but do not have the skills & knowledge – how do they gain the skills / how are they selected?</p> <p>If all women recruited into the military after 2022 are to receive adequate training for combat roles – why can't they receive that at the same time and with their male counterparts when they join the military?</p> <p>Why do a reduced number of women entering the UAF receive basic Military Training at the moment – why don't all recruits receive the same training – <i>could a policy change remove this barrier?</i></p> <ul style="list-style-type: none"> - Will women be trained for something they don't want to do / volunteer in – i.e. unnecessary combat training? <ul style="list-style-type: none"> ○ Is there room for training men to be more attuned to requirements to ensure that unconscious bias is addressed, especially in decision making and policy decisions and career management, alongside assumptions and stereotypical thinking about women's skills and abilities, and the need to ensure active mentoring? • Given the focus of the MTTs on admin and log roles, is there a risk that future deployments will primarily have women in these roles? How will women be trained for combat roles? 	<p>deploy and refer them to each Force, so they can receive proper military training for each role. They would also make the follow up of these women's path towards deployment.</p> <p>4. Contents of the course, based on the assessment need elaborated from the results of the MOWIP report:</p> <ul style="list-style-type: none"> - General aspects of UNPKO - Deployment scenarios - Deployment criteria - Roles and tasks they might perform - Key elements for situation analysis <p>5. Chain of command will be included to ensure high rank officers encouraging women to serve in combat corps and in PKO.</p> <p>Sustainability:</p> <ul style="list-style-type: none"> - Policy directive to ensure equal training for personnel (women and men) entering the UAF, regardless of their role. Such training shall involve information on PKO criteria and opportunities. - If successful, the MIE Team practice will be incorporated into Uruguayan various training instances prior to deployment.
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	<ul style="list-style-type: none"> • What is the risk of training a substantial number of women, and then not being deployed – is there a formal commitment to deploy women who have been trained to deploy? Is this economically sound – and how will this be sustained post EIF funding? • How will skills fade be addressed, and how will the trainers maintain their currency? <p>Recommend: review the concept of the MTT and consider addressing the above questions in additional explanation on how the MTT will work</p>	
<p>4. Systemic Study</p>	<p>The TC were unclear on the study and the rationale as to why it is needed. Has a concept note been drafted for this?</p> <p>Recommend: please provide additional information on the rationale for the systemic study on the role of women. What specifically will the systemic study look at in terms of women's roles in the military.</p>	<p>The MOWIP report provided us with general impressions on the barriers identified. It did not consider indicators such as mission time frame. Uruguay has been participating in PKO since 1952. Even the 1990s missions as a reference (prior to the establishment of WPS agenda), answers from respondents may considerably differ depending on this time frame.</p> <p>The systemic study will allow Uruguay to go deeper in the barriers, identifying root causes. It will be specifically drafted and structured to our national context (social, economical, cultural, military organizational culture.)</p> <ul style="list-style-type: none"> - It will also help to understand the barriers for women to deploy and why they select themselves out. - Publication of a report on the systemic study results will be included for dissemination.
<p>5. Additional family support for women applying to deploy</p>	<ul style="list-style-type: none"> ○ Page 20: PRODOC para – “Additional family support for women applying to deploy”. This para is a little confusing with the 2 different % for the school transport and scholarship support not clearly delineated. ▪ Please write the para more clearly to indicate which % (20 or 40) is applicable to each of the <p>- Additional family support for women applying to deploy, consisting of school transport for school age children (under 12 years old), and scholarship support for children (20% of children will receive this combined support. The remaining 80% will receive State scholarship support). 40% of children will receive transport support (40% is estimated to be close to 100% of children requiring this support based on the Uruguayan Armed Forces Social Security and Care Services' database). Although the activity is another affirmative measure to encourage women to deploy, this support will also be extended to men in single-parent households, for the same reason explained in the preceding paragraph.</p>	<p>Regarding the scholarships: 20% of children will receive this support (the remaining 80% will receive State scholarship support). Regarding the school transport: 40% of children will receive transport support (40% is estimated to be close to 100% of children requiring this support based on the Uruguayan Armed Forces Social Security database).</p> <p>as many support based on what is ed.</p>

	<p>(i) school transport and (ii) scholarship support.</p> <ul style="list-style-type: none"> ○ Transport support ▪ Where do the 40% of total children come from? – remote? Rural? ▪ What are the selection criteria if numbers are over the amount budgeted? ▪ Please confirm Uruguay would cover differences if more than the expected number of pers. apply? – transport and / or school support ▪ How will the risk of COVID be addressed? I.e. home schooling? ● Sustainability – what is the plan to sustain these activities if successful? <p>Recommend: include in the PRODOC a sentence on sustainability for this project, in that if successful, the MOD would commit to approve an ongoing funding line for these costs.</p>	<p>Both, mostly urban areas and surrounding areas.</p> <p>The selection criteria if numbers are over the amount budgeted will be based on the needs of the applicants, after analysis with a social approach.</p> <p>According to the current sanitary situation it is not understood necessary to consider the risk of Covid-19 in relation to the educational system. (The Uruguayan government officially ceased the sanitary emergency status by the Executive Decree dated April 5th, 2022.</p> <p>Sustainability: MoD is in contact with national education authorities to ensure continuing providing the support, by national education system for small and school children.</p>
7. Project M/E	<ul style="list-style-type: none"> ● What are the costs for the perception studies? ● Please confirm that the perception studies will include men and women. ● As the project includes a number of activities, please confirm that the plan is for a final evaluation to be conducted – as the expectation is that the MEF specialist would be responsible for M&E / measuring the effectiveness of each activity in achieving the objectives. ● Recommend to include in the M&E framework <ul style="list-style-type: none"> ○ measure the number of women recruited into the UAF as a results of the recruitment campaigns, and the numbers of those women who deploy in subsequent years ○ the number of people who apply for children full time education and transport and the numbers who receive these benefits ● Confirm that the target of 100% women and men receiving information on PKO deployment – is achievable and realistic? ● Recommend delete indicator 3: Number of 	<p>The TOR will include the items suggested:</p> <ul style="list-style-type: none"> - The perception studies will include men and women - The plan is for a final evaluation to be conducted - It will measure. <ul style="list-style-type: none"> ○ number of women recruited into the UAF as a results of the recruitment campaigns, and the numbers of those women who deploy in subsequent years ○ the number of people who apply for children full time education and transport and the numbers who receive these benefits - The target of 100% has been modified to a more realistic 90% considering error margin - Indicator 3 deleted under the suggestion of other factors included.

<p>women deployed after attending the conferences and informative sessions (Barrier 6), as there are a number of factors that contribute 2 women deploying and not just attending a conference for information session. The most important indicator would be indicator 2: Post-conference and informative sessions Survey reflecting women's interest in deploying.</p>	
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